



CALIFORNIA
NURSES
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UC Bargaining Alert #11

After 6 Months of Bargaining, UC Offers Retirement Takeaways, Unsafe Staffing and Pay Cuts

Despite bargaining with UC for over six months, our core issues remain unresolved. The UC management bargaining team has been non-responsive to all our key proposals for safe staffing at all times, fair pay based on regional parity, and many other much needed improvements to the UC-CNA contract. UC seems to be intent on erasing decades of gains and is proposing major takeaways including two-tier pension benefits, rollback of retiree health benefits, replacing vacation and sick leave banks for medical center nurses with Paid Time Off (PTO), bringing back mandatory overtime, restricting the use of educational leave and many more takeaways.

Your CNA bargaining team continues to bargain in good faith as the law on collective bargaining requires. We have offered modifications of our proposals, almost all of which have been met with UC's favorite response: "No." The next bargaining sessions are now scheduled for late October after UC cancelled previously confirmed dates in the beginning of October.

UC Rejects CNA's Retirement Proposal to Maintain a Single Tier for All

On September 26, your CNA bargaining team presented UC with a proposal for retirement security for all UC RNs current and future that will maintain current retirement and retiree health benefits through a single tier. CNA's retirement benefit proposal seeks fair raises for all UC RNs and offers an additional employee contribution to secure retirement benefits for all. CNA's retirement proposal follows a similar proposal by our UC union coalition partner UPTA (Union Professional & Technical Employees) in their bargaining with UC.

UC rejected CNA's proposal for retirement security, instead continuing to insist on two-tier retirement benefits. Under UC's two-tier proposals nurses will face 5 to 15 years of retirement benefits cuts. Most UC RNs will also face pay cuts under UC's proposals after new deductions for pension, and probable increases in health benefit premiums. UC's unjust two-tier retirement proposal would permanently create second-class status for all new nurses, and for many who have already devoted years to UC.

NEXT BARGAINING DATES

~~October 9-11~~ *Cancelled by UC*

October 21-23: Oakland

What You Can Do To Help Win a Good Contract:

Stay Informed. Be ready to take action for a good contract. Stay Strong. For more information, contact your CNA nurse negotiator, nurse rep or labor rep. To receive bargaining updates email your name, facility, unit and private email address to UCDivision@calnurses.org

Patients are our Special Interest: 12,000 UC RNs will be heard!

A Voice for Nurses. A Vision for Healthcare.